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Will they stay or will they go? Issues and options for Chinese Skilled Migrants in New Zealand

A Dissertation
submitted in partial fulfilment
of the requirements for the Degree of
Master of Planning
at
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by
Changzai Li

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New Zealand is a migrant country which heavily relies on migrants to support its population and economic growth. Business/skilled migrants make the majority while Chinese migrants are the largest migrant group in New Zealand. However, there is a phenomenon of Chinese skilled migrant loss, which brings about a negative impact on the New Zealand labour market due to the skilled labour loss. The main topic of this study is to find the causes behind this problem, which refers to why Chinese people migrate to New Zealand and why they eventually leave. The finding show that some Chinese skilled migrants cannot find work that fits their abilities in New Zealand, which makes them leave and seek other places that offer higher income opportunities. The second main reason why they leave is the need to take care of their elderly parents in China.

Keywords: Chinese skilled migrants, New Zealand migration, Skilled migrants loss.

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Chapter 1

Introduction

New Zealand is a migrant country which heavily relies on migrants to support population and economic growth (Coleman, 2009), with tens of thousands of new migrants entering the country each year (Phillips, 2005). Both New Zealand population and GDP would shrink dramatically if the current levels of inward migrants were lower (Coleman, 2009). Business/skilled migrants make the majority while Chinese migrants are the largest migrant group in New Zealand (Ip, 2015; NZ Migration Statistics, 2018). However, in reality there is a significant number of Chinese migrants who choose to leave New Zealand to live and work somewhere else, instead of staying after acquiring New Zealand residency. Consequently, this creates a phenomenon of "Chinese skilled migrant loss" (Manying, 2016, p. 61; Liu, 2014, p. 41).

Skilled migrants' leaving the country bring about a negative impact on the labour market due to the skilled migrant loss which also means labour loss. This is especially true for New Zealand as it is heavily reliant on migrants (Coleman, 2009). Moreover, when they leave New Zealand they stop contributing to its economic and social development, which is contrary to the value that "skilled migrants" should embody.

Nevertheless, New Zealand immigration policy has not yet responded to Chinese skilled migrant loss. Hence, the main topic of this study is to find the causes behind this problem, which refers to why Chinese people migrate to New Zealand and why they eventually leave immigration policy. To find these causes, this research considers the immigration policy changes first. This is because this research is closely bound with the dynamics of migrants in terms of numbers, classifications and requirements. Second, it obtains the real experience from Chinese skilled migrants. This is related to how and why they migrate to New Zealand and why they leave it. The findings intend to reduce Chinese skilled migrant loss by providing valuable information to New Zealand immigration policy.

Chapter 2

Migration: policy and statistical trends

Before finding reasons why Chinese people migrate to New Zealand and why they eventually leave, it is necessary to have a background knowledge on New Zealand migration context. This is important for better understanding of these reasons. The migration situation refers to the immigration policy and the migration statistical trends. The statistical trends in relation to migrants refer to various type of visas, the number of migrants, migrants' occupations and remuneration. The focus of this research is Chinese skilled migrant loss, so this Chapter pays more attention on skilled immigration policy and skilled migrant resident visa.

2.1 New Zealand Immigration Policy

The immigration policy reflects the New Zealand Government's vision on migrants. It involves a number of specific objectives such as building the skill level of the workforce and filling skill shortages, encouraging investments, growing export markets, supporting foreign relations goals, implementing humanitarian commitments, and enabling New Zealanders to form and maintain families (MBIE, 2017, p. 3). The Ministry of Business, & Employment (MBIE) controls the migration system and is responsible for migration policies while Migration New Zealand (INZ) implements the immigration policy.

The immigration policy governs entry and exit of foreigners by granting them different types of visas. Visa categories are generally split into residence and temporary visas while some have specific quotas. The former type of visa provides holders with permanent residency, access to healthcare, welfare and other benefits in New Zealand. Temporary visas provide holders with opportunities for work, study or visit during a certain period of time (MBIE, 2017, p.3). According to the statistics from MBIE Cabinet Paper 2017 (MBIE, 2017), most people who have been granted residence visa have transitioned from temporary visas to residence visas. Furthermore, most approved types of temporary visas are student visas and work visas.

Temporary visas have specific rules for the duration of the holder's stay in the country, ranging from 3 months to 4 years. Foreigners can choose from various specific types of visas. These temporary visas do not have a single function, for example, a person who has a student visa can also do part-time work in New Zealand. Furthermore, someone who has a work or visitor visa can also study. In addition, there are many working holiday visas for citizens of many countries. People can apply for these visas to come here and gain the experience of working, studying and living (Immigration New Zealand, 2018).

Regarding the residence visas, the New Zealand Residence Programme (NZRP) regulates the various residence visas on the basis of three streams - skill/business, family and international/humanitarian (MBIE, 2017, p. 3). Under this programme, the available residence visas are based on different purposes such as invest, work, and reunion with family. Generally, residence visa are given to people who can contribute to New Zealand's development, and one main purpose of these visas is to maintain the number of skilled overseas workforce to fill the skill shortage in New Zealand.

Appendix A lists and describes the visa classifications and definitions involved in this research. Appendix B lists all temporary and residence visas.

2.1.1 Overview of Skilled Immigration policy

Tian (2000, p. 29) researched the immigration policy changes in New Zealand. He found that the general trend of New Zealand immigration policy during the period from 1990 to 2000 is "from scratch to rich, from looseness to tightness, and there are generally fewer and fewer loopholes, the degree of internal control over examination and approval is getting stricter and stricter." The purpose of these policy changes is to ensure that those who are approved to migrate to New Zealand will truly contribute to New Zealand Economy with their technical expertise, experience and wealth. In return, migrants can also enjoy the rights of New Zealand residents.

Prior to 1990, New Zealand migration policy assessed eligibility based on the "Occupational Priority List (OPL)" requirements. As long as you were employed in New Zealand and your profession and skills filled the available vacancies, then you could migrate to New Zealand. In 1991, the immigration policy replaced the OPL with a general category or points system to attract talent based on academic qualifications. This policy was amended again in 1995 by adding more requirements on work experience, age, and settlement.

The level of education is very important for migration applications at all times. Under the points system in 1991, a high score could have been obtained as long as there was a high degree of education. There was no special regulation on the levels and types of qualifications. The problem that followed was that some expertise were not needed in New Zealand. In order to change this situation, the new score system introduced in 1995 divided points into more specific items. Therefore, a bachelor degree would get 10 points, master's degree or above would get 12 points.

The points system became more and more strict over time. It placed more emphasis on technical qualifications so it required from applicants to provide professional certification that was recognized by the New Zealand Qualifications Authority. This was especially needed in fields of medicine, dentistry, law, teaching and other industries. Additionally, the basic English proficiency of migrants was also important for migration success. For example, the migrant eligibility requirements from

1995 that applicants must score 5 points in the International English Language Testing System (IELTS), and now that standard has risen to 6.5 points.

Based on the purpose of attracting more experts that New Zealand needs, the immigration policy created a long term skill shortage list for potential migrations. If their jobs are included in the list, they can get extra points in the points system. Appendix C shows the detailed points system.

2.1.2 Skilled Immigration policy changes in 2017

Based on the MBIE Cabinet Paper from 2017 (MBIE, 2017), there are three new main changes made to immigration policy of 2017. These changes focus on amending the criteria and conditions for temporary Essential Skills Visa holders, long term Essential Skills Visa holders in South Island and skill migrant category.

The policy in terms of Essential Skills Visa (for definition of this visa see Appendix A) sets restrictions on low skilled holders to bring their children and partners to live in New Zealand. the skill level is determined through the new remuneration thresholds introduced in 2017. The Essential Skills Visa is valid only during the period for which employment is offered. Meanwhile, this visa policy amends the criteria and conditions to reduce the risk of those visa holders without a pathway to residence remaining long-term (MBIE, 2017).

The Essential Skills Visa policy creates a pathway of immigration for those who are well-settled and contributing to their South Island communities as well as meeting genuine labour market needs. Before this plan was announced, there was no way for those people to become residents without losing ties to their home country. They also were not eligible for the same rights as New Zealand residents. This pathway contributes to the growth of a pool of long-term temporary migrants in South Island (MBIE, 2017).

The third main change has been to the skill migrant category. The Skilled Immigration policy introduced remuneration thresholds in the assessment to determine whether an employee is skilled. The details will be showed in the following section.

2.1.3 Skilled migrant category resident visa changes

The skilled migrant category uses a points-based system to select applicants and it is not designed for people who are self-employed. The new Skilled Migrant Category (SMC) restricted remuneration thresholds for applicants. It came into effect on 28th of August 2017. According to the Migration New Zealand's explanation, the purpose of the SMC changes is to give priority to those who are higher-skilled and higher paid by setting remuneration thresholds. Especially since the Government committed to ensuring that the migration settings best support the economy and the labour market

instead of reducing the number of people obtaining residence visas (Immigration NZ, 2017). The remuneration thresholds have direct connection with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), which is a skill-based classification used to classify all occupations and jobs in Australian and New Zealand's labour markets (for details see Appendix D). There are two remuneration thresholds. One is for skilled jobs, which are involved in ANZSCO 1,2,3 level with New Zealand median income of \$48,859 a year; the other one is for well-paid jobs which are any ANZSCO level or no ANZSCO with 1.5 times or higher than New Zealand median income of \$73,299 a year.

The points of remuneration thresholds are requirements that the applicants must meet. The points-based system now accepts applications with scores above 160 to consider whether to approve immigration. This gives advantage to people with qualifications in areas of absolute skills shortage, for employment, work experience and qualification in Identified Future Growth Areas and for those with close family in New Zealand. On the other hand, this system increased the points for high level of educational qualifications and work experience in the 30-39 age group. For more details on the skilled migrant category changes see Appendix C.

2.1.4 Parent resident visa temporarily closed

In addition to the three main changes to the Skilled Immigration policy, there has been another change referring to Parent resident visa (for definition of this visa see Appendix A). The Parent resident visa has been temporarily closed, because the quota of this category has been filled up.

People applying for this visa can move to New Zealand to join a New Zealand resident. Resident's children, parents, grandparents and legal guardians are also able to apply for this visa. People who have any dependent children are not eligible for this visa. Immigration New Zealand (INZ) provides applicants with opportunities to live, work and study in New Zealand indefinitely with this visa. People with this visa can include their partner in their residence application. The duration of this visa is 10 years from the date of the holder's first arrival in New Zealand.

However, the quota for parent resident visa has already been filled. There is a two-year residence program under the Parent Category which allows a maximum of 4000 people to be granted a Parent resident visa. The current program is set to run from July 2016 to June 2018. INZ closed this visa pathway in October 2016 due to the fact that there were already 4000 applicants before June 2018. Applications handed in before September 2016 are still being processed and most Parent Category applications will be reviewed by June 2018 (INZ, 2018).

2.2 Statistical trends

Figures 1 and 2 show an overview of skilled residency in numbers. The residency here refers to the approval of resident visas. Figure 1 indicates that the three main approved residencies in New Zealand are business/skill residency amounting to 70%, family residency amounting to 21% and humanitarian residency amounting to 9%.

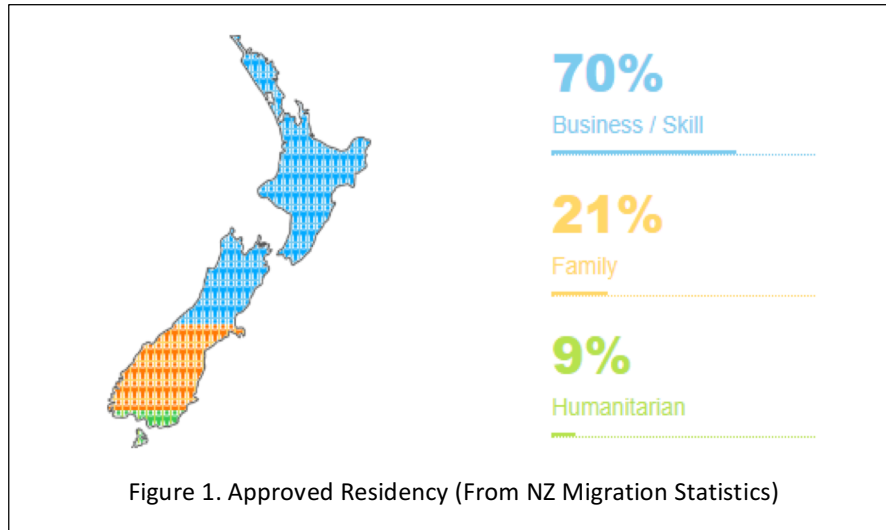


Figure 2 shows the number of approved skilled resident visas for Chinese applicants and the total number of visas approved from 2010 to 2018. It can be seen that Chinese skilled migrants account for one tenth of the total number of approved visas for this period.

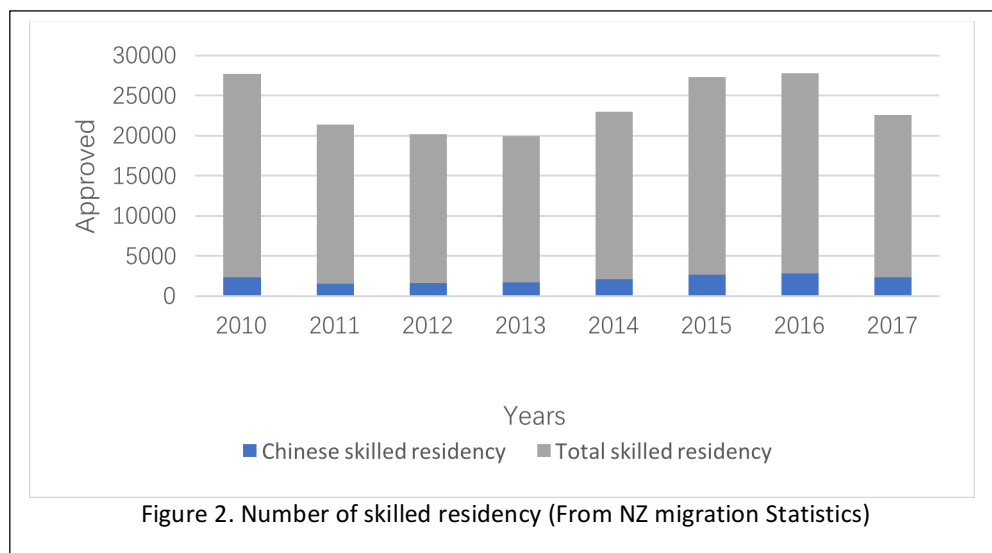


Figure 3 gives specific data in relation to all types of occupations done by Chinese resident visa holders. There are 7 types of occupations that ANZSCO refers to as major occupations and they are

also shown in figure 3 (Definitions of these occupations can be found in Appendix D). It is obvious that “Professionals” is the most popular occupation among Chinese residents which accounting for almost half of the total. The second most popular one is “Managers”. Occupations like “Labours”, “Community and Personal Service Workers” and “Machinery Operator and Drivers” have always taken up a small number.

It needs to be clarified that, “Professionals” refers to people who have a skill level that is commensurate with the educational or skill qualifications and experience in sectors such as media, business, health, legal, education and so on.

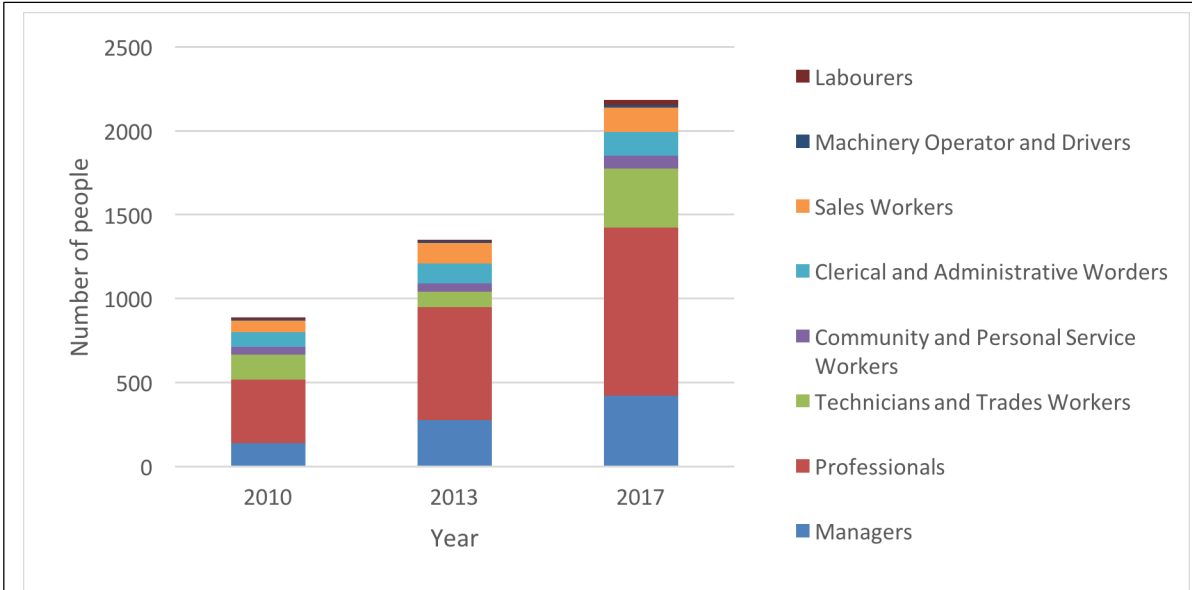
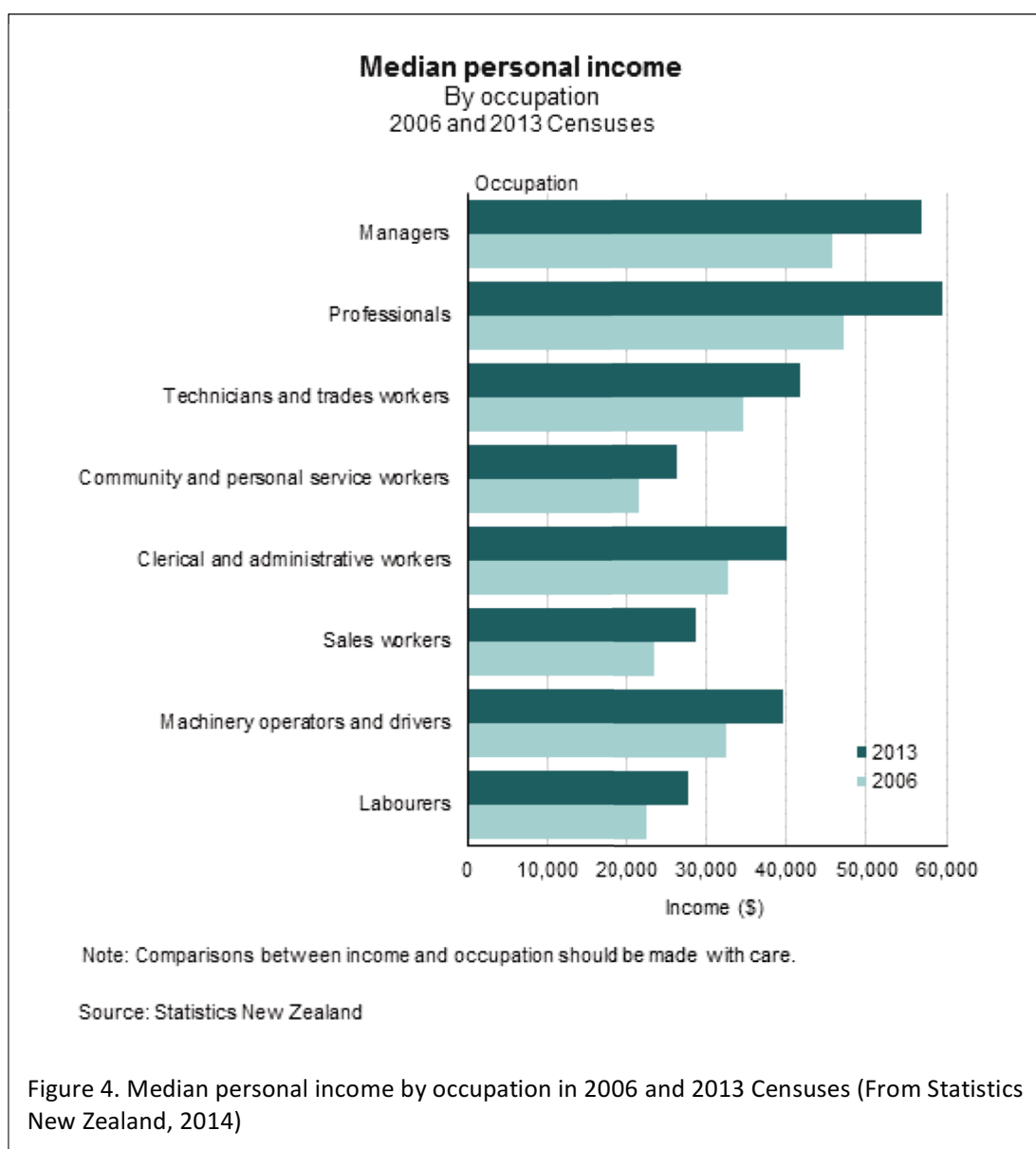


Figure 3. The number and proportion of occupations in terms of resident visa holders from China (From Statistics NZ, 2018)

Figure 4 shows the median personal income per year in relation to some occupations between 2006 and 2013. The median income has become quite important for new skilled migration applicants since the remuneration thresholds are based on it. These occupation categories are the same as the ones shown in Figure 3. The personal median income had increased from 2006 to 2013 within all occupations as it can be seen from Figure 4. It can be concluded that Professionals and Managers had the highest median incomes in 2006 and 2013, \$59,000 and \$56,000 respectively. Other occupations, such as technicians and trades workers, clerical and administrative workers, Machinery operators and drivers took the second place with around \$40,000 in 2013. Sales workers and Community and personal service workers had a median personal income lower than \$30,000 in 2013. The popularity of an occupation is often related to the economic returns it can bring. Through comparison of figures 3 and 4 it is visible that most Chinese people choose to pursue occupations with the highest income (Professionals and Managers).



2.2.1 Transition from student visa to work visa and resident visa

According to the Migration Trends Report from MBBE (MBIE, 2016), most skilled migrants use a two-step migration pathway to obtain a resident visa, as migrants in New Zealand, they transition from a work visa to a resident visa, or from student visa to work visa then to resident visa. In total, 18% of temporary workers had gained residence within three years of their first work visa, and among all Chinese temporary workers, 30% of them gained residence (Figure 3); 19% of full fee-paying students had gained residence within five years of their first student visa, 20% of Chinese full fee-paying students gained residence (Figure 6).

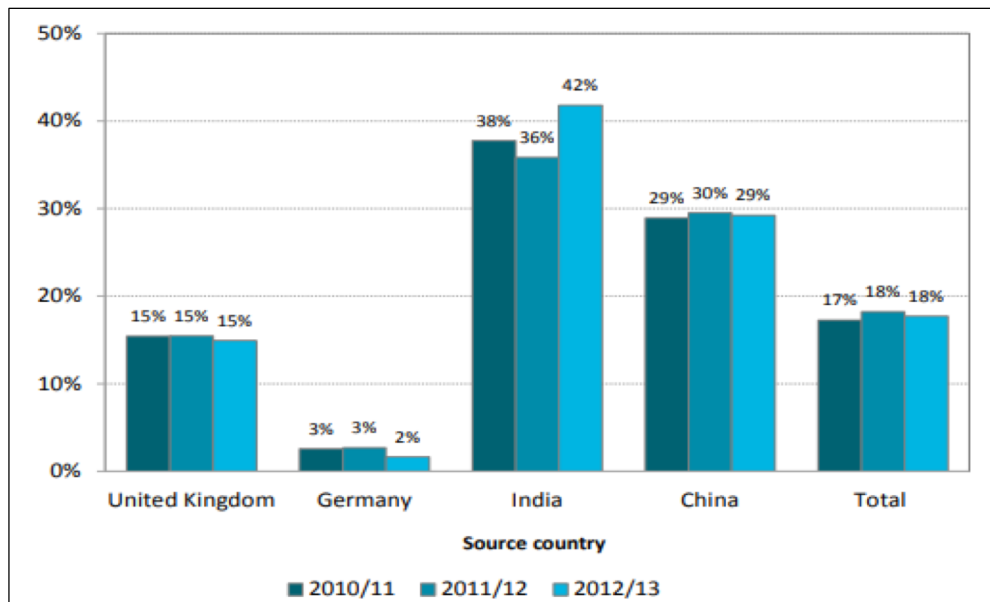


Figure 5. Proportion of temporary workers gaining residence within three years, by top source country, 2010/2011–2012/13 (From MIBE, 2016)

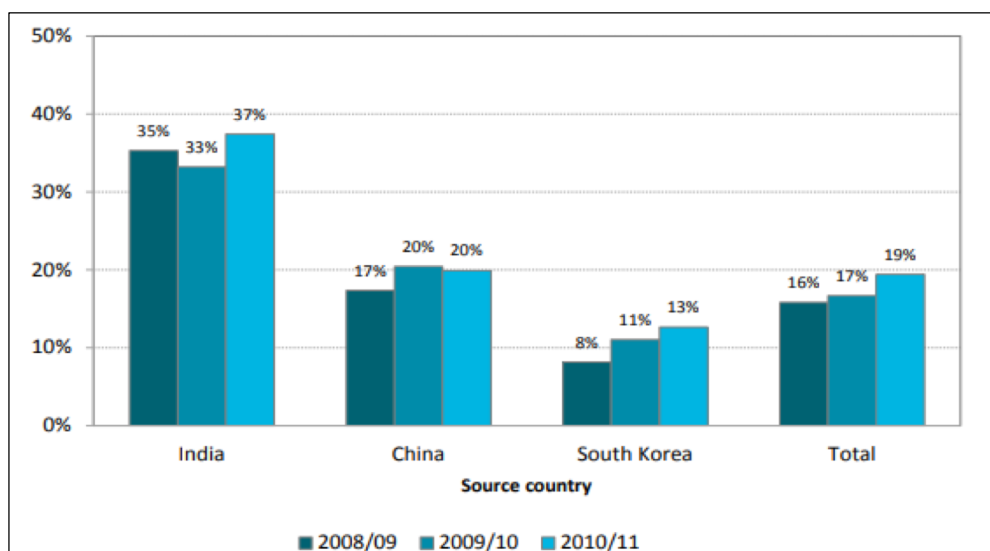
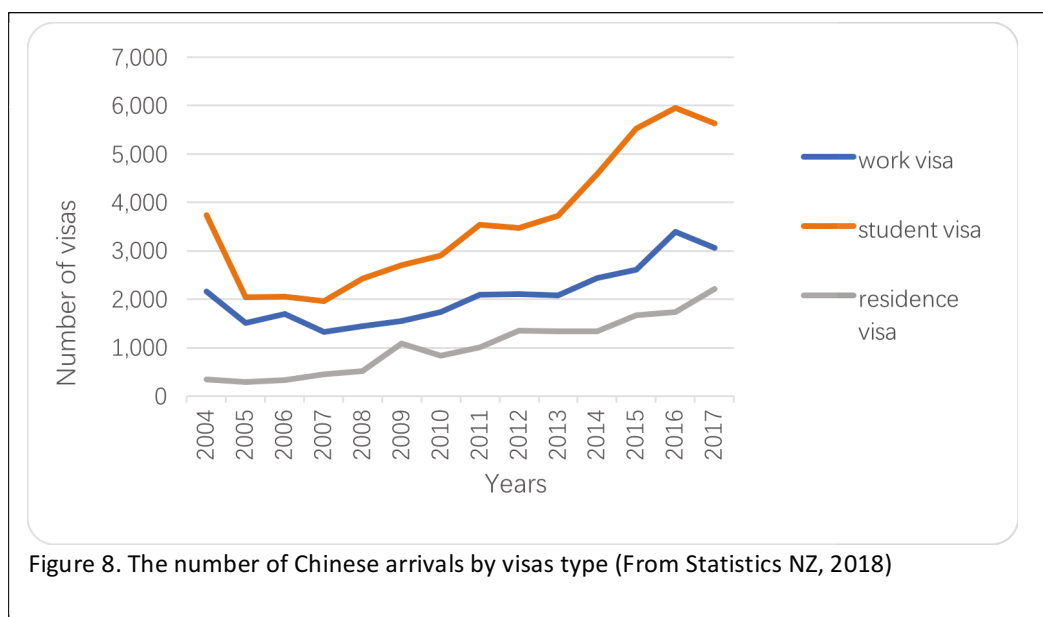
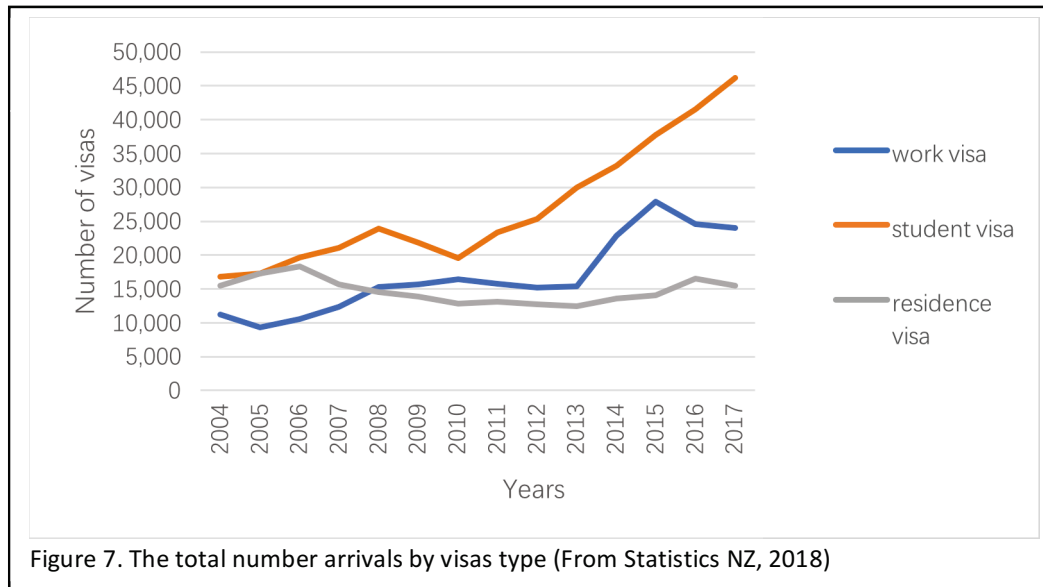


Figure 6. Proportion of full fee-paying students gaining residence within five years, by top source countries, 2008/09–2010/11 (From MIBE, 2016)

Moreover, by combining figures 3, 5 and 6 it can be seen that half of the Chinese residents have a high level educational background and skilled work experience due to their occupation being Professionals. This result is consistent with figures 5 and 6 which show that they experienced the pathway of most skilled migrants – likely to undergo the process of transition from student visa to work visa and resident visa.

After understanding the pathway from student to work visa then to resident visa it is necessary to compare these three visa trends. The below trends refer to the number of people that arrived in New Zealand on a student visa, work visa, or residence visa in the period from 2004 to 2017. The comparison is done between Chinese trends and trend in all the other countries as a whole.



From figures 7 and 8, it can be seen that the strongest increasing trend was in student visas granted to both Chinese migrants and migrants from other countries. Another interesting trend is that the number of granted resident visas to Chinese migrants has increased, whereas the total has stayed the same. The work visa trend referring to Chinese migrants has kept a smooth growth since 2007, and the total had a sudden increase in 2013.

The data is based on the statistics of passenger arrivals. The Statistics NZ collects these kinds of data by scanning each arrival card, as each foreigner in New Zealand is provided with an arrival card. Each of these cards can be matched to the electronic record supplied by Customs containing passengers' identification information, including their visa type and occupation (Statistics NZ, n.d.).

It is important to note that the “arrival” here only refers to the number of people who came to New Zealand at a specific period on one of these three forms of visas. It does not indicate whether they have been living here or not after arriving in New Zealand. Regarding these three types of visas, the data of each type of visas includes all categories in relation to this type of visas. For example, work visa includes long-term work visa, holiday work visa, talent work visa etc; Student visa includes fee paying student visa, exchange student visa etc; resident visa includes skilled migrant category resident visa, talent resident visa etc.

Chapter 3

Literature Review

This chapter is based on literature and resources and it first reviews the importance of skilled migrants for New Zealand. It then looks into the reasons why Chinese people go abroad and migrate. The chapter also provides reasons why some leave their migrated countries. Therefore, it will take into consideration the current situation and challenges for Chinese migrants abroad. The research also takes into account the Chinese cultural and social background in relation to the topic so as to make a clear initial understanding. Finally, there is a summary of the historical development of the New Zealand Immigration policy in terms of skill migrants, and an overall review of past policy changes.

3.1 The impact of skilled migrant loss on New Zealand

Why skilled migrants are important for New Zealand? Paul Spoonley, a sociologist from the New Zealand Massey University thought New Zealand will need to rely on migrants to support population and economic development. According to NZ Migration Statistics (2018), 70% of approved residency are business/skilled migrants and Chinese make up the largest group which accounts for 15.48%. Coleman (2009) argued that “if we closed off migration entirely the consequences for our economy would be profound. Without current levels of inward migration, within 15 years, both our population base and economy would shrink dramatically according to statistics: by 2021, our population would drop by 9.6 per cent, our GDP would drop by 11.3 per cent, there would be a 10.9 per cent drop in the available labour force, the export sector would be savaged with volumes dropping by 12.9 per cent, and to complete the picture, GDP per capita would fall by 1.8 percent - \$1,000 for every man, woman and child in New Zealand.”

With the declining birth rate in New Zealand and the increasing number of its young people leaving to work Australia and other countries, there is an increasing proportion of older people, New Zealand’s annual talent population loss rate has reached 54,000, while New Zealand still needs to introduce 85,000 migrants each year to fill the gap in skilled workers. Obviously, New Zealand cannot afford to lose young labour force at such a fast pace. It is important for New Zealand to absorb migration labour force while reducing the young workforce leaving for Australia (Chinadaily, 2012).

However, many researchers found that Chinese skilled migrants are leaving the country that they immigrated to, this is known as “Chinese skilled migrant loss”. Merwood (2008) found that 23.3 percent of new Chinese skilled migrants was absent from New Zealand for a period of 6 months or longer each year. According to Liu (2011, p. 88-89), these Chinese skilled migrants who left New

Zealand had stable work and living conditions in China. Ley and Kobayashi (2005, p. 112) figured out that Chinese skilled migrants intended to return to China so they using the immigration country just as a place for rest and retirement. Moreover, Lu and Liu (2015) found that Chinese skilled migrants intended to re-migrate to a third country. Based on Bedford et al. (2005, p. 13), Chinese skilled migrants deemed New Zealand as a “stepping stone” for migration to Australia. This means they re-migrated to Australia after obtaining New Zealand residency.

In addition, Li (2001) found that there was an increasing number of overseas students in New Zealand who were becoming residents at a growing rate. Butcher (2004, p. 170) argued that these kinds of young migrants have a higher possibility to leave this country; which leads to debates about the public education in terms of its nature, funding, form, and its rightful recipients in New Zealand.

Therefore, migrants play an important role for New Zealand’s labour force and economic growth. Skilled migrant loss will create negative impacts on New Zealand. Understanding the reasons why they migrate to New Zealand and why they leave it might provide factual basis for immigration policy to consider how to reduce migrant loss.

3.2 Why Chinese people migrate to New Zealand

Liu (2014, p. 71) found that many Chinese people deemed New Zealand as a place that could provide high-quality living conditions, high income, and better prospects for personal development. All of these factors are very important for Chinese people. She concluded that New Zealand is a welfare state, with a good natural living environment and education level which are important for Chinese citizens when deciding to migrate here. For many Chinese migrants, becoming a New Zealand permanent resident or getting New Zealand citizenship is important for long term family planning. It is also important in preparing an alternative option for their further lives and it is an effective way of achieving higher economic and social status (Liu, 2014, p. 55).

In detailed classification, Liu (1997, p. 17) did a survey on why Chinese people immigrating to New Zealand and identified the reasons as: better living conditions referring to good biophysical nature and social environment (56.4%), higher income (50.0%), better opportunities for personal prospective (41.8%), and a small percentage (28.2%) are political reasons. To understand Liu's findings, it is necessary to compare and contrast the socio-cultural backgrounds of China and New Zealand. This is something Liu emphasised while explaining data in her research. The following sections give a detailed explanation of differences between the Eastern (China) and Western (New Zealand) societies and cultures. Based on Liu’s findings, these differences are speculated as reasons why Chinese people migrate to New Zealand.

3.2.1 Biophysical natural and social environment

There is a huge difference between the natural and social environment of New Zealand and China. First of all, the overall living environment in China is deteriorating. This mainly refers to soil erosion, waste pollution, air pollution, noise pollution, etc. which caused the ecological damage to gradually expand (Qian, 2015, p. 6-7). In comparison to this, New Zealand has an adequate management of all environmental components, especially those for water, forestry, air quality, etc. This is based on the survey of people's perceptions of the state of New Zealand (Hughey, Kerr, & Cullen, 2016).

Secondly, the social environment mostly refers to interpersonal relationships. The collectivism orientation of Chinese culture and the Western individualism lead to a very different interpersonal relationship system among Eastern and Western cultures (Pan, 2016, p.21). When there is a conflict between personal and collective interests, Chinese culture encourages the individual to be subordinate to the collective. On the other hand, the Western society advocates humanitarianism and equality for everyone. Moreover, in handling public affairs, the West advocates a distinction between the public and the private. It obeys objective rules and it is not subjected to personal emotional control. In comparison, the processing of public affairs in China does not make a clear distinction between public and private interests, which is embodied in personal emotion and objective rules which are promiscuous (Pan, 2016). For instance, in the interpersonal relationship of Western society, when friends and family go to a restaurant, then everyone will pay for their own bills, but the same situation is different in China, everyone prefers to pay for the bills for all people (Pan, 2016, p. 21).

According to Xu's (2005, p. 125) definition, the nature of Chinese society is that of a hierarchical society. Such a society is based on the maintenance of modesty and order. In terms of interpersonal relationships, power and master-slave relations play an important role in China. In Western countries, people advocate democracy and freedom. Citizens have the right to participate in legislation and express their wishes in the form of ballots (Pan, 2016, p.21).

Under these strong contrasts, some Chinese people wish to escape from the Chinese deteriorating natural environment and intricate social relationships as well as the insurmountable hierarchy. These kind of people may achieve these wishes by immigrating to New Zealand.

3.2.2 Higher income and better opportunities for personal development

Beyond the social and environmental reason, Liu (1997, p. 16) also found that the motivation for migration involved higher income and better opportunities of personal prospective. Chinese people value these two elements because of Chinese inequality and gruelling competition in the labour market which make it hard for them to obtain good income or better opportunities. However, in New

Zealand they can achieve their expectations because the country lacks the workforce (Liu, 1997, p. 19). Additionally, job sexism is very present in China. A Chinese politician and diplomat had pointed out this negative phenomenon during China's 12th National People's Congress. Many women are worried that they will be replaced in their jobs during maternity leave, thus making all their previous efforts futile. Women are more eager for a country that will give them more protection (Chinanews, 2017). Some Chinese people believe that developed countries treat women more equitably. For example, New Zealand gives a more humane treatment to women through measures such as paid maternity leave (Guo, 2012). This may be one of the reasons why women chose to migrate to New Zealand.

3.2.3 Political reasons

In other aspects, Liu (2014, p. 66-67) found some reasons why New Zealand attracts Chinese people. Reasons like social security and stability, cultural freedom and the fact that New Zealand is a developed and democratic country. This shows that political factors have pivotal impacts on migrants' selection. Aye and Guerin (2001, p. 14) deemed that migrants are able to minimize their political risk by having residency in a country which is perceived as more stable, while still holding onto the option of returning to their home country.

3.2.4 Other reasons for migration

There are also minor reasons for migration. For instance, immigrating to New Zealand marks a transitional stage for many Chinese migrants. Settling in New Zealand and obtaining a New Zealand passport allows them to enjoy some benefits as New Zealand citizens, e.g. visa-free and convenient international travel to other countries (Liu & Lu, 2015). The reasons for earlier Chinese migrations also included temporary contract labours before the Second World War (Benton & Pieke, 2016). The first large number of Chinese migrants' inflow to Australia was caused by the Tiananmen Massacre (Hugo, 2008, p. 271).

3.3 Why Chinese people leave New Zealand

The above sections outline the main reasons for Chinese immigration. The question now becomes: what is it like living in their new country? It is important to understand this because it closely follows the reasons why Chinese migrants leave the country that they migrated to. The following sections deal with negative situations that Chinese migrants face overseas. These situations might be the reasons why Chinese migrants leave New Zealand.

3.3.1 Language barrier

Li and Campbell (2009, p. 394) found that the language barrier becomes the first challenges for Chinese migrants. It makes them lose employment opportunities although they have a good educational qualifications. Migrants from non-English speaking countries are identified as more likely to be self-employed because there is discrimination in the labour market against those with less local working experience and those whose native language is not English (Henderson, 2004). In comparison, Wang and Lo (2005, p. 44-45) found that migrants from Hong Kong have higher English-language proficiency than those from other origins, and their educational credentials and work experiences obtained in Hong Kong are more likely to have been recognized by employers in New Zealand and other English-speaking countries. Those from countries where English is widely spoken, such as South Africa and India, tend to be seen more favourably than migrants from non-English-speaking countries (Hugo, G, 2008, p.267).

3.3.2 Discrimination in labour market

According to Wang and Lo (2005, p. 60), even though Chinese migrants have higher educational qualifications and proficiency in Canadian official languages, many of them are disappointed, and even frustrated, because they have not been able to achieve satisfactory work, income, and social status in the Canadian labour market. Li (2011, p.21-23) and Liu (2014, p. 41) found that Chinese qualifications have not been recognized by the job market in New Zealand. Therefore, many migrants have faced difficulties in finding jobs. Chinese immigrants have a high degree of education but it does not give them an advantage in employment. Li (2001, p. 25-30) and Liu (2014, p. 41) also found that the income of Chinese immigrants is generally lower than that of native-born workers. The reasons for this include: discrimination in the Canadian labour market where companies are willing to hire local people even though immigrants have higher education qualifications; their educational qualifications are not recognized; no local work experience; their experience cannot be applied to the local work environment and the language barrier.

In addition, Chinese migrants have also been crowded out by locals in workplaces. According to Hugo (2008, p.267-291), New Zealanders are slightly more likely to see immigrants as a threat, in comparison to America and European countries, at least in terms of employment opportunities. Consequently, Ho (2002, p. 157) pointed out that the challenge which the New Zealand Government is currently facing is the development of appropriate policies that will ensure that migrants are able to maximize their opportunities to contribute to New Zealand's economy.

3.3.3 New Zealand employment situation

Less employment opportunities means less income. This appears to contradict the fact that migrants expect higher income through migration. Based Li's study (2011, p. 26), a large number of Chinese in New Zealand think that New Zealand's employment situation is poor. They might choose to leave New Zealand and go somewhere with abundant employment and business opportunities, this includes returning to their homeland or re-emigrating to a third country.

According to Liu and Lu (2015, p. 148-149), income matters to Chinese migrants and it determines whether they will go to other countries after migrating to New Zealand. Based on Aye's and Guerin's (2001, p. 10) findings, some migrants returned to China to avoid unemployment and underemployment. Furthermore, due to the consideration of economic return, China's thriving economic has a strong appeal to Chinese migrants living in New Zealand and it is attracting them back to work in China (Liu, 2014, p. 67). For better understanding on why Chinese migrants think that the employment situation is better in China than in New Zealand, it is necessary to make a comparison between the economies of China and New Zealand.

China is a developing country with the fastest growing economy and the world's largest GDP in 2016 (World Bank, 2018). It has become the largest manufacturing and trading country and the largest economy based on its purchasing power parity (World Bank, 2018). Compared with China, New Zealand's GDP ranked 65th in the world based on purchasing power parity in 2016 (World Bank, 2018).

Furthermore, according to the market theory (Li, 1995, p. 35-37): Market is the sum of population and purchase demand and purchasing power, thus population is one of the main factors affecting the scale of the market (Index Mundi, 2017). Hence, as the most populous country in the world, China has laid the foundation for its huge market (Li, 1995, p. 36). The population of New Zealand is only 4.5 million (NZ statistics, 2014) so its market is small in comparison to China. However, it is precisely because of China's huge population base that the country's GDP per capita ranks only 71st in the world while New Zealand's is 20th (Word Bank, 2017). Nevertheless, Chinese economist Hu (2018) pointed out that the Chinese market can be self-sufficient. It is entirely possible to create more fields and employment opportunities. China does not only have a large market, but also a complete industry. This is an advantage that European or North American market cannot compare with".

Therefore, based on the above comparison, China has higher economic growth and a larger market than New Zealand. This might be the reason why Chinese migrants are returning to their home country. The bigger market and fast economic growth give them a vision of a higher income.

3.3.4 Parents are calling them to return

A non-economic factor in the decision-making process of returning to China is the willingness to take care of elderly parents (Liu, 2009, p. 168). This again goes back to cultural and social differences between China and the West. In Western countries, children generally leave their parents to live independently when they become adults. There are very few elderly parents living with their grown-up children. Adult children living with their parents are required to pay rent and board expenses and vice versa (Pan, 2016, p.21). This is the expression of independence and self-reliance in Western culture (Pan, 2016, p.21). In China, the traditional concept is that the interests of the clan are the core of a family and precede personal interests. Therefore, Chinese parents will give their adult children financial support in order to make the entire family look good. Children must fulfil their obligation to support elderly parents as that is required in the Chinese culture - filial piety, filial piety means that children must attend to parents when they become elderly with respect and obedience. The feudal dynasties of the past dynasties in China have extremely heavy punishments for un-filial behaviour. Even in today's society, un-filial people are under tremendous pressure to face public opinion (Pan, 2016, p.21).

The above shows why migrants are willing to go back to China. Additionally, there are some social issues affecting migrants'. Yu (2005, p. 74) found that although China has an old-age insurance system, the inadequacy of this system and the fast aging population made the current economic foundation unable to bear such a large group of elderly people. Many elderly get low pensions which are insufficient to support normal living costs, or, do not get a pension at all. Moreover, according to Shi (2008, p. 52), the care for the elderly in China is mainly done by family members, which means that the offspring takes care of the parents. The family pension used to be based on the number of children in a family. However, the Chinese "one-child" policy makes the task of supporting the elderly fall entirely on one child. Therefore, one-child migrants are solely responsible for supporting their parents.

3.3.5 Other reasons for returning to China

Other reasons that cause immigrants to return to their home country include: the desire to give their children a Chinese education (Liu, 2009, p. 166), cultural identity such as the experiences of Chinese immigrants in Canada reflected that they find it difficult to share ideals of citizenship, social inclusion, and integration (Wang & Lo, 2005, p. 71).

Additionally, the Chinese government is actively encouraging immigrants to come back because they have realized the seriousness of the loss of Chinese talent overseas (Biao, 2003, p. 44). The Chinese governments' proactive search for "overseas skilled talents" is exerting a strong pull, enticing them

to retrace their steps back to China. These policies provide Chinese migrants with the chance for furthering professional advancement and better social status, such as grant them the title of high-end talents introduced from overseas. These factors are considered as the most important factors for attracting returnees (Manying, 2006, p, 100).

3.4 Summary

To summarize, skilled migrants' leaving the country bring about a negative impact on the labour market due to the skilled migrant loss which also means labour loss. The reason why Chinese emigrated to New Zealand was mainly because they were attracted by the excellent natural environment and simple social structure. At the same time, they also thought that immigrants could get better jobs and have a higher income in New Zealand. However, their reasons for leaving New Zealand might be in the fact that life after migration was not what they were expecting. Language barriers and workplace discrimination make them unable to obtain satisfactory jobs and income. They are eager for higher economic returns so they want to return to China or migrate to other countries to achieve this objective. There is also the fact that their parents need them to come back home, and the Chinese government is increasing its efforts to attract back to China.

However, the reasons why migrants leave is limited due to some existed in other countries that have not been tested in New Zealand. As mentioned in chapters 3.2 and 3.3, these reasons are mere speculations mainly based on the socio-cultural background and the status quo of their lives overseas. There is no direct indication in literature that these reasons cause migrants to leave.

The gap in knowledge is as follows:

- Limited knowledge about why Chinese people migrate to New Zealand,
- There are limited studies that investigated why Chinese skilled migrants leave New Zealand.

3.5 Research objectives and questions

According to New Zealand immigration statistical trends stated in Chapter 2, skilled migrants are an important source of skilled labour in New Zealand and Chinese migrants account for one-tenth of that. Chapter 3.1 of literature review mentioned that many studies have pointed out the problem of Chinese skilled migrant in New Zealand. However, based on the description of New Zealand's immigration policy in Chapter 2, the policy now focuses on how to improve the quality of skilled migration, rather than to reduce the loss of it.

Hence, the objective of this study is to find the reasons behind the loss of Chinese skilled immigrants and to provide valuable information for further changes in immigration policy.

From the above literature review, it can be seen that there is some speculation about the reasons why Chinese people immigrate to New Zealand and eventually leave. However, this speculations has not yet been confirmed. So, it is unknown whether they are the reasons why the Chinese migrate to this country and eventually leave it. Hence, the research questions are:

- Why do Chinese people first come to live in New Zealand?
- Why do Chinese people become New Zealand residents under the “skilled immigrant category”?
- Why do some Chinese people leave New Zealand after gaining residency?

Chapter 4

Methodology

Based on the fact that statistical trends and literature reviews do not reveal why Chinese skilled migrants choose to leave New Zealand, this study obtains the real experiences of Chinese skilled migrants in New Zealand. The semi-structured interview method of collecting data was adopted for this study. The data analysis used a thematic approach in order to separate a range of information into categories.

4.1 Research method

According to Marshall and Rossman (2006, p. 99), there are three broad areas of study to which qualitative methods can favourably apply. These are individual lived experience, language communication, society and culture. The main objective of this research is to find out “why are Chinese skilled immigrants leaving New Zealand” with other related reasons in terms of why they come and immigrate to New Zealand. The results match the “individual lived experience”; and the literature review shows that these reasons are substantially related to “society and culture”. Thus this research decided to adopt a qualitative methods.

Semi-structured interview is a qualitative method. Fylan (2005, p.67) illustrated that semi-structured interviews are great for finding out “why” rather than “how much” and “how many”. Furthermore, because this study focuses on immigrants’ experience and personal opinions, there will be certain areas that are sensitive to talk about. Compared to using questionnaires to collect data, the flexibility of semi-structured interviews makes interviewees more comfortable to answer “why” questions thus obtaining as comprehensive answers as possible. Avoiding some questions in surveys may make people feel be offended (Fylan, 2005, p.67-68). Therefore, this study decided to use a semi-structured interview as the research method.

The first stage of the semi-structured interview was to take a thorough literature review to evaluate previous similar works in terms of their findings and methods (Fylan, 2005, p. 68). This served as a foundation for developing interview questions for this study. These questions are structured as follows:

1. Why did you leave China to go to New Zealand?
2. Why did you decide to immigrate to New Zealand?
3. Did you have any studying experience in New Zealand?

4. What is your occupation in New Zealand? What is your working experience in New Zealand?
5. Are you satisfied with your occupation in New Zealand?
6. How do you perceive the lives of your parents in retirement?
7. Do you have any thoughts regarding New Zealand immigration policy?
8. For interviewees who stay in New Zealand currently:

Do you wish to return to China or immigrate to other countries?

For interviewees who had returned to China:

Why you decide to leave New Zealand?

9. For interviewees who stay in New Zealand currently:

Imagine if one day you were to leave New Zealand for other countries or to go back to China, what would be the reasons for this?

The second stage was to determine interviewees who had to be Chinese skilled migrants. Since I am a Chinese student living in New Zealand, I decided to find eligible Chinese skilled migrants as interviewees based on my personal social relationship.

All ten participants had been granted New Zealand Skilled Migrant Category Resident Visa or permanent visa through skilled immigration. Four of my interviewees had already left New Zealand and returned to China. One had returned to China, been there for 3 years but now she was back in New Zealand. The other five have stayed to live in New Zealand. The ages of these interviewees ranged from 29 to 50. Some of them had received their Skilled Immigrant Resident Visa more than ten years ago, and some of them had just obtained this visa earlier this year. Their jobs were also varied. Four of them were restaurant managers, a registered architect, a salesman, a software engineer, a horticulturist, a trade business operator, and a travel agency manager. In terms of their educational background, 9 of them had New Zealand educational certifications and all had bachelor degrees or above.

The third stage was to conduct the interview, which required determining the interviewing equipment, location, timeframe and an interview approval from the Lincoln University Human Ethics Committee. This is because all interviews are required to meet Ethical research principle of Lincoln University, to protect privacy and relevant rights of research participants, researcher and the university.

The equipment involved one sound recorder. The interviews were conducted in a café. Four interviews took place in Chongqui, China, six took place in Christchurch, New Zealand. Each interview lasted from 30 to 60 minutes, the specific interview time was based on the consultation with each interviewee. Before the interview began, each interviewee was provided with relevant information, about the research and an interview agreement form (Appendix E). This included the purpose of the interview, how the results of the interview will be used, informing them that the conversation will be recorded and informing them about the confidentiality of personal information. All the interviewees had been invited to sign the interview agreement to determine that they were aware of the content and process for the interview.

4.2 Data analysis

A thematic analysis was used to analyse the results obtained through the interviews. Thematic analysis is a way for analysing informants' answers on their experiences, the first step is to identify all data that relate to the research questions (Aronson, 1995, p.2).

For this study, it was first necessary to do some preparation works before going into the first step as Aronson (1995, p. 2) stated. Since I was the one interviewing Chinese immigrants, we used our mother language, Mandarin, in order to better express our thoughts. Therefore, I transcribed the interview in Mandarin and then translated it into English. Then formally entered the first step of the thematic analysis.

There are three already set classified patterns, which are:

1. The reasons why Chinese skilled migrants first come to New Zealand,
2. The reasons why Chinese people migrate to New Zealand,
3. The possible reasons why Chinese migrants leave New Zealand,

The next step was to combine and catalogue related patterns into sub-themes (Aronson, 1995, p. 3). The sub-themes were based on the interview questions as listed in Chapter 4.1, such as their thoughts on occupation, parents' retirement and studying experience etc.

Chapter 5

Results

Through interviewing these ten Chinese skilled immigrants, it was found that there were 3 types of reasons why they left China, immigrated to New Zealand, and why they left or might leave New Zealand. The specific reasons had been classified and listed in the following three tables.

5.1 The reasons why Chinese skilled migrants first come to NZ

Reasons why Chinese people come to NZ	Number of people
1. Go abroad for studying	9
2. Desire for a better natural and peaceful environment	5
3. Desire for a new life experience	4
4. Desire to immigrate to NZ	2
5. Escape from complicated social relations	2
6. Escape from high work pressure in China	2
7. Escape from the employment discrimination in China	1
8. Consideration of the next generation	1

Table 1 Reasons why Chinese people come to New Zealand

Most of the interviewees came to New Zealand to studying abroad. They came to the country on a student visa for the first time and then successfully obtained New Zealand academic qualifications. The desire for a better environment and new life experience was something that attracted them to this country as a studying destination. Nine of the interviewees came to New Zealand for studying, some of them came for their undergraduate studies after completing their high school education in China while some have applied to New Zealand universities after working in China for many years. They agreed that studying abroad was a valuable life experience, while those who had Chinese work experience preferred to go abroad to seek a simple and peaceful social and natural environment.

“...because my parents want me to learn how to live and study alone, they are training me to be independent. A thought of many Chinese parents is that a child who lives in abroad alone can get a lot social experience and skills...”

(interviewee 2)

“I’m not satisfied with the working and living environment in Beijing, I felt that it is a mess... I’m really tired of many terrible situations in China, such as traffic jams, corruptions, environmental pollution, strict social hierarchy, and people’s feudal ideology which is everywhere.”

5.2 The reasons why Chinese people migrate to New Zealand

Reasons why Chinese people immigrate to NZ	Number of people
1. They are attracted by NZ's natural and simple social environment	6
2. Less living pressure in New Zealand than in China (competition in work, complex social relationship, high prices)	4
3. Lower living cost in NZ than in China	2
4. They are enjoying the NZ's pension system	2
5. They have the experience of studying, living and working in NZ	2
6. A desire for letting next generations have a better quality of living	2
7. Enjoying the benefits of having a NZ's resident visa	1
8. Their Chinese families want them to go back to China	1
9. NZ resident visa is a return symbol to go abroad	1
10. They have better jobs in NZ than in China	1
11. NZ is easier to immigrate to from than other countries	1

Table 2 Reasons why Chinese people immigrate to New Zealand

In transitioning from coming to New Zealand to immigrating here, there were three reasons that have not changed. People still stood by New Zealand's peaceful natural environment, less pressure on living and working, and taking into consideration the future generations.

"...The environment here is pretty good. Pure nature, clean water and air quality... Less living pressures, such as housing affordability, high cost on raising the next generation, parents can spend less money on children's education here than in China... China is more competitive, especially in the work environment, interpersonal relationships are much more complex and confusing in China than in New Zealand. "

(Interview 6)

It is worth noting that during the immigration phase, their consideration of future generations has been increasing. This might be because most of them were very young when they first came to New Zealand. Most of them were high-school graduates and they did not have definite plans for long-term living. Therefore, when considering China's current harsh natural environment and severe competitiveness, they have a desire to allow future generations to grow up in a free, simple and healthy place. Naturally, New Zealand became their first choice.

“...I want my son to grow up in a relaxed environment, with good air quality and a healthy natural environment... I want to give him a happy childhood. The Chinese educational system pushes children to enter a vicious competition at a young age. I hope my son’s childhood is happier instead of doing homework every day until midnight.”

(interviewee 7)

“...In comparison to the situation in China, New Zealand is more suitable for raising children. Chinese education is deformed. Parents there are willing to compare the educational investments with others, excessive investment causes educational waste and family burden... Children are maturing at a very young age and they should not be doing that. The pressure on them, whether mentally or physically, brings about a kind of torture and destruction. Education has lost some of its original meaning in China”

(interviewee 5)

Furthermore, one interviewee was an unmarried woman who showed more concern about the connection between bearing children and working. She pointed out another angle to be considered for future generations. The background for this can be found in Chapter 3.3.2 that deals with discrimination at a workplace. She thinks New Zealand’s labour market competition has become a safe harbour for immigrants who have come here for an easier life.

“...New Zealand treat women more equally than China. In New Zealand, a woman will not lose her job because she gave birth.”

(interviewee 8)

5.3 The reasons why Chinese migrants leave New Zealand

Reasons why Chinese migrants leave NZ	Number of people
1. Attracted by the high-speed economic growth and big market in China	5
2. Taking care of their elderly parents in China	4
3. Boring life in NZ	3
4. Feeling lonely in NZ	3
5. Feeling that Kiwis are unfriendly towards the Chinese	3
6. Difficulties integrating into local communities	1
7. NZ’s natural disasters	1
8. No promotion opportunity	1

Table 3 Reasons why Chinese migrants leave New Zealand

Half of the respondents deemed that the gap of economic growth between New Zealand and China was substantially affecting their intention to leave. They were attracted by the China’s flourishing

economic growth and large market. They said that although they have acquired the right to live in New Zealand, their income level here was different from what they were expecting. They would like to go back to China while they are still young, to work hard and earn more, or find a job that is more in line with their academic qualifications.

“...New Zealand’s economic growth and urban development is too slow. For example, can you imagine that after so many years, Christchurch city built only two large traffic islands and one bridge...”

(interviewee 4)

“...I want to earn more money. I’m still young, I’m convinced there are more opportunities waiting for me in China... China is developing so fast. For operating a business, China definitely provides me with a bigger market so that I can earn more ...”

(interviewee 6)

Another concern for the respondents were the lives of their parents in retirement. The Chinese culture (background can be found in Chapter 3.3.4) drives they have the responsibility to return to China to support their parents. Most of the interviewees were an only children, so the biggest problem for them was that nobody could take care of their parents while they were living in a foreign country. The interviewees all said that if their parents asked them to return to home, they would leave New Zealand without hesitation. As to whether they would return New Zealand after settling their families in China, they were uncertain and confused.

“...Based on Chinese traditional concept, children must support the elderly when they grow up!”

(interviewee 3)

“...For us as children, when our parents need us to take care of them, we are sure to go back to China, especially because most of our generation consists of one child family. The Chinese pension system is terrible, it can be said that it is meaningless as a piece of blank paper... Therefore, we are really under pressure to care for our elderly parents.”

(interviewee 4)

In addition to the above reasons, the general feeling of most interviewees was that life in New Zealand was very boring. This feeling came out of the sense of loneliness, and even feeling that Kiwis were not friendly to immigrants. These feelings were reasons which were making them leave. These comments seem to contradict the reasons why they came to New Zealand and immigrated here. For example, in table 1 "reason 4 - A desire for a better natural and peaceful environment", 5 respondents chose to go abroad for this reason; in table 2 "reason 4 - Attracted by New Zealand's

natural and simple social environment”, 6 respondents decided to immigrate to New Zealand for this reason. However, their experience in New Zealand seem to be different from what they thought before they immigrated.

“...New Zealand does not make migrants feel welcome, maybe it is because there is no sense of belonging for migrants, or maybe because there is too much “countryside” and the population is too small... Except during working hours, I usually live a dull, boring life at home... Local residents are not very friendly towards immigrants and it is difficult to integrate into local communities. Basically, I don’t have any Kiwi friends here.”

(interviewee 9)

“...Too homesick, too tangled with the concept that ‘fallen leaves return to the roots – to revert to one’s origin’. Maybe I feel there is no sense of belonging...”

(interviewee 5)

Two of the interviewees particularly pointed out the reason “A feeling that Kiwis are unfriendly with Chinese”. They believed that the companies run by locals were unwilling to give Chinese people opportunity to advance, or had received unfair treatment in promotion.

“...There are a few companies that will accept Chinese people doing high-end work... I cannot be satisfied with the interview when I am looking for a job, especially when it comes to salary as the boss wants me to accept a bachelor-level salary but for master-level work... I think New Zealand will not give the Chinese much room for promoting. I also feel that the attitude of locals towards Chinese people has become unfriendly.”

(interviewee 7)

“...The real situation is that most of the high-end social class is occupied by white people... There are only three yellow people in the building where I work, no black people... Where is the work equality? If a Chinese person and a local person have the same working ability, the company will certainly recruit the local person, unless the Chinese has twice the work ability, then they will get this work opportunity.”

(interviewee 3)

5.4 Comments of skilled Chinese immigrants on immigration policy

Since the topic of the interview is closely related to the interviewees’ personal experience, they always compared the current immigration policy with the previous one which was valid when they immigrated. Therefore, this section analyses the comments from the interviewees on immigration policy.

First of all, the 10 interviewees all felt that the remuneration thresholds were too strict for applicants. Although, they all agree that the original intention of the remuneration thresholds was to select better skilled migrants in terms of giving priority to higher skilled and higher paid applicants.

“The worst item of the policy is the ‘salary standard’ – over \$24/hour will meet the requirement, and all by the fine-sounding name of ‘medium-income’...I have 7 years of experience as a restaurant manager, but my salary is still lower than \$24/hour... Only some high-income jobs such as IT engineers, lawyers, etc. have an income that is much higher than \$24/hour. But the fact is that the number of these high-income people is very low, and less people are willing to immigrate to New Zealand (because of the low economic growth).”

(interviewee 2)

“...The wage thresholds make many people give up on the idea of immigrating. Some of my friends were already preparing materials for an immigration application, but the hard rule made them give up and return to China...”

(interviewee 8)

Although these interviewees had already migrated and the remuneration thresholds was no longer an issue for them, three of them argued that the current ruling party, the Labour Party, adopted the “remuneration thresholds” for skilled immigration category in order to please the local people so that it could win higher support. This caused Chinese migrants dissatisfaction with the Labour Party.

“...Some local people are lazy and unwilling to engage in hard work or even work at all, and these people complain that overseas workers are robbing them of job opportunities. Therefore, in order to cater to this part of people's mentality, the Labour Party set the remuneration thresholds so that the number of skilled immigrants would suddenly decrease.”

(Interviewee 6)

Chapter 6

Discussion

6.1 The reasons why Chinese people first come to New Zealand

As the result shows, most Chinese skilled migrants first come to New Zealand for study rather than immigration. The reasons why they choose New Zealand as their destination is because it offers a favourable natural and social environment. This situation is in-line with the data in Chapter 2.2.2 that most people with a residence visa have transitioned from a student visa.

6.2 The reasons Why Chinese people immigrate to New Zealand

Based on the findings of this research, New Zealand's favourable natural and social environment is the main reason that attracts Chinese people to study, work and immigrate here. This result is similar to Liu's (1997) findings that 56.4% Chinese people immigrated to New Zealand due to the good natural and social environment.

According to the comparison of the natural and social environment between China and New Zealand in Chapter 3.2.1, the reason why Chinese immigrants value these two factors is logical. The deteriorating natural environment in China makes them want to escape and find a new place without air pollution or water contamination. When it comes to the aspect of the social environment, although there are many studies on Eastern and Western socio-cultural differences such as Pan's (2016) and Xu's (2005, p. 123), it is rare to consider them as a reason for Chinese people to immigrate. Complicated interpersonal structure in China and fierce talent competition causes them to escape to New Zealand for a simple and relaxing life.

However, the top reasons why Chinese people immigrate to New Zealand such as higher income and better opportunities for personal prospective found by Liu (1997, p. 15-16), were not the main reasons according to the participant interviewed. This study shows that Chinese people who choose to come or immigrate to New Zealand are eager for a comfortable living environment and no longer looking for good income or personal (career) development. Chinese immigrants believe that this country is a sanctuary. The wages in New Zealand are much higher than in China even for the same job. This makes them feel that they can get a comfortable income and an easy life, even if they are doing easy jobs here.

This study found a new reason that attracts Chinese to New Zealand and that is the consideration of next generations. Even though not all the interviewees thought of this as an important factor for

staying in New Zealand, they all supported it as a reason to be considered. The older the interviewees were, the more important this factor was. This is because the environmental factors as mentioned above are perceived to enable their offspring to be healthy, relaxed and grow up in a clean environment.

6.3 The reasons why Chinese people leave New Zealand

This research got similar results to previous studies on reasons why Chinese immigrants leave New Zealand. Obviously, the economic reason is the first one to be considered. As Aye and Guerin (2001, p.10) found, some immigrants returned to China to avoid unemployment and underemployment, and Liu (2014, p. 68) pointed out that China's rapid economic growth has a strong appeal to Chinese immigrants in New Zealand, attracting them back to work in China. The results of this study have shown that this reason has become more important. As the explanation in Chapter 3.3.3 states, the scale of the population base is closely linked to the scale of the market. Many interviewees, especially ones owning personal businesses, complained that the small population of New Zealand is not good for their business.

Beyond this, the problem of employment discrimination still exists but appears less obvious than in previous studies. Although Li (2001) and Liu (2014, p. 68) deemed this as one of the main reasons making Chinese immigrants frustrate, only a small number of interviewees mentioned this and did not express it so directly. They mentioned it was difficult to integrate into the social circle of the locals, and that employers were more likely to accept locals when offering jobs.

Another reason that would take them back to China were their parents. This was also mentioned in the review of previous literatures in Chapter 3.3.4. This is fundamentally caused by the Chinese traditional concept that children must support their parents and the inadequate pension system in China. Parents were the biggest concern for migrants that were an only child. Consequently, they hoped their parents could immigrate to New Zealand as well, mainly to enable elderly parents to get proper care and to reunite the family. Unfortunately, the "Parent resident visa" has been temporarily closed due to the full quota, although this is a temporary situation. The only thing they could do is wait for the visa to be opened again. Consequently, it has become increasingly urgent for them to go back to their parents with their decision to stay in New Zealand or go back to China constantly changing.

This study found that the language barrier was not a main reason leading them to leave; skilled immigrants have to pass a high-level English test before they can get a residence visa. On the other hand, researches such as Li & Campbell (2009, P. 377) and Henderson (2004) both deemed this reason as very relevant for Chinese immigrants leaving New Zealand.

In addition, this study found a new reason that makes Chinese migrants leave New Zealand. It refers to the fact that some people think the life in this country is boring. The nature of New Zealand is that of an agricultural country. However, immigrants aspire to “urban life” like in some cities in America and Australia, rather than the idyllic life of New Zealand.

6.4 Comments of skilled Chinese immigrants on immigration policy

Interviewees already had residency, they experienced every step of applying, and were probably the ones most qualified to comment on the policy. The new set of “remuneration thresholds” obtained most attention from Chinese skilled migrants. Interviewees explained why they thought the new change in terms of “remuneration thresholds” is too strict for applicants based on their own experiences. An obvious reason was that they had worked and lived in New Zealand for many years, but their salary levels were still not met by its median income, hence they thought the remuneration thresholds would result in fewer applicants.

Despite the fact they had already migrated and the remuneration threshold was no longer a problem for them, their comments still reflected the low level of income of Chinese skilled migrants in New Zealand. Moreover, some of them extended their comments with dissatisfaction towards the country’s current ruling party and society. All of these points once again proved the negative situation of Chinese skilled immigrants in New Zealand, which was consistent with speculations in chapters 3.3.2 and 3.3.3 that they felt the employment situation in the country was poor and brought inequality to the workplace by the locals.

Chapter 7

Conclusion, future study and limitations

7.1 Conclusion

The aim of this dissertation has been to find the reasons for Chinese skilled migrant loss in New Zealand, also to provide a factual basis for New Zealand immigration policy to encourage more skilled migrants to stay in the country.

Chinese skilled migrants are quite ambivalent on gaining high income. The reason that attracts them to immigrate to New Zealand is mostly in the beautiful and pure natural environment and the simple social relations. New Zealand is a paradise for them where they can avoid China's high-pressure competition and complicated interpersonal relationships. Moreover, New Zealand is a developed country with a small population, which makes them feel they can have an easier life here with a higher income. However, while they enjoy the good natural environment and simple social relationships, they also complain that New Zealand cannot bring them high economic returns because they have not obtained a satisfactory job. Moreover, some of them are quite sensitive about workplace discrimination. They desire a higher income or a better job that more matched with their academic background and skilled migrant status.

Meanwhile, they are strongly attracted by the China's booming economic growth in recent years. However, they are quite worried that they could not adapt to the survival rules in China if they returned. After all, the original reason for them immigrating to New Zealand was to escape the pressure and competition in China. In addition to returning to China, they also came up with an alternative option in terms of immigration to other countries. For example, some interviewees thought that Australia was the best choice. They thought the natural and social environment in Australia was similar to New Zealand, but there was a larger market that would allow them to obtain a higher income and the urban life that they were always eager for.

A definite reason making them leave New Zealand are their parents. Parents are the biggest concern for Chinese immigrants who are only children due to the Chinese culture and imperfect retirement system. This is why they try to obtain a parent resident visa. They hope their parents can migrate to New Zealand as well so that they can get proper care and reunite the family. However, there are strict quotas on the number of elderly parents who can migrate to New Zealand, so these desires cannot always be fulfilled.

On the other hand, consideration of future generations is making them stay. This is because New Zealand could provide free education for young children if their parents got resident visa and the quality of education here is better than China. Coupled with the environmental factors mentioned above, Chinese migrants want their offspring to enjoy New Zealand's education, hence they wish to stay here.

Regarding the immigration policy, first of all, the current temporarily closed Parent resident visa has become the main reason for Chinese skilled immigrants to consider leave New Zealand in order to care elderly parents. Second, these skilled migrants are already highly qualified, but they cannot find work that fits their abilities, this is something that immigration policy has not been dealing with well with policies in relation to employment and workplace. Therefore, in addition to focusing attention on updating relevant standards of skilled migrant category such as remuneration standards, it is also necessary to increase the consideration of other affecting factors like the "discrimination at a workplace".

7.2 Future study and limitations

This research only convened 10 interviewees thus the results may not captured all key points and reasons why Chinese people first come to New Zealand, become New Zealand residents and eventually leave.

Based on this research's finding, skilled migrant loss is also an issue in relation to workplace and employment, hence research investigating Chinese migrants in the New Zealand work place would be valuable. Furthermore, due to the fact that most skilled migrants transition from a student visa to a resident visa, it might be worth to further research on how to make these students gain education and skills during their study in New Zealand to fit New Zealand's labour market better.

Appendix A

Visa classification and definition

The different visa names represent different application methods and requirements, such as different application materials, travelling conditions, relatives' conditions, durations. To better understand the functions and limitations of various visas, the below paragraphs are going to listing several visa categories that are relevant to this research.

Resident Visa

Skilled migrant category (SMC) resident visa

This visa is aimed at inviting skilled people to contribute to New Zealand's economic growth to apply for this visa. Applicants must under 55 years old and send INZ an Expression of Interest (EOI) to show their employment situation, work experience and qualifications in New Zealand. The EOI has an admitted points-based system and it only selects people with 160 points or above. The INZ will provide applicants opportunity to living and working in New Zealand indefinitely if their EOI are successful. This visa only designed for people who are not self-employed.

People with this visa could live, work and study in New Zealand, they also can bring their partner, dependent children who are aged 24 or younger in their residence application. The travel conditions will expire 2 years from the date the person first arrive in New Zealand as a resident, during this time the person can travel New Zealand frequently until the travel condition expire (INZ, 2018).

Entrepreneur resident visa

This visa applies to people who have had at least six months of self-employment experience in New Zealand, or operated two years of business on another visa which allows self-employment. People who has this visa can enjoy the same treatment as skilled migrant residence visa in terms of partner and children. This visa approves holders 2 years travel conditions in terms or out and in New Zealand many times (INZ, 2018).

Parent resident visa

People apply for this visa can move to New Zealand to join their New Zealand citizen or resident children, parents, grandparents and legal guardians are maybe able to apply for this visa. People who has any dependent children are not eligible for this visa. To get this visa, applicants need to send INZ an EOI to explain how they will meet the primary or secondary requirements

of its two-tier system and be sponsored by their children. INZ will provide applicants opportunity to living, working and studying in New Zealand indefinitely if they get the INZ approval. People with this visa can include their partner in their residence application. The travel conditions for this visa are 10 years from the date that holders first arrive in New Zealand.

This visa has been temporarily closed. There is a two-year residence program under the Parent Category that a maximum of 4000 people can be granted parent resident visa. The current program runs from July 2016 to June 2018. However, INZ closed this visa pathway in October 2016 due to there were already had 4000 people before June 2018, thus works are still on applications before September 2016 and most Parent Category applications are excepted to decide by June 2018 (INZ, 2018).

Permanent resident visa

Permanent resident visa provides people who have been a residency holder for 2 years or more permanently living, working, studying opportunity and travel from anytime without traveling conditions Applicants should commitment to live in New Zealand to transfer another resident visa to this one. Applicant could include their partner, dependent children under 24 years old if they included them in their original resident application (INZ, 2018).

Work Visa

Long term skill shortage list work visa

Applying for this visa need to meet the requirement of the long-term skills shortage list in terms of designated work experience, qualifications, and career registration and got the professional job offer. The duration for this visa is 30 months, it provides holders a pathway to Long Term Skill Shortage List Resident visa if they continue to work in New Zealand for 2 years, but exclude holders' partner and dependent children (INZ, 2018).

Talent (Accredited Employer) Work Visa

This visa applies to those who are or under aged 55 and looking for ways to live in New Zealand and who have the skills that New Zealand accredited employers needed. If applicants could get full-time jobs from accredited employers will get this visa to work here. If they continue to work for that employer for 2 years, they will be able to apply for Talent (Accredited Employer) Resident Visa. This visa duration is 30 months and it unpermitted applicants include their partner and children, the duration for this visa is 30 months (INZ, 2018).

Essential skills work visa

People who have already obtained a full-time job with the necessary qualifications and experience can apply for a temporary visa to work in New Zealand. The precondition for this

visa is the employer must recruit if any New Zealanders can do this job before offering the person this work. The duration for this visa up to 5 years based on the skill level it provides up to 3 months opportunity for study in every 12 months, but it is not designed for self-employed. People could include their dependent children and partner while applying for this visa.

This visa has more requirement on specific occupations and work locations, it also require the applicants' remuneration that must above the amount required by the skill-band because migration officer might ask for the evidence of payment (INZ, 2018).

Post Study Work Visa – Employer Assisted

This visa designed for recent graduates who have successfully completed their qualifications in New Zealand. People apply for this visa should got the full-time job in the same area as their qualification. This visa is a pathway to skilled migrant category resident visa, it's duration for 2 or 3 years and can be granted more than once. This visa cannot provide applicants opportunity to include their partner and children (INZ, 2018).

Post Study Work Visa – Open

This visa provides one year working duration for people who completed a New Zealand qualification in New Zealand. Applicants must get an acceptable qualification and then can do almost work they like for any employer in New Zealand. This visa can only be granted once unless people get second higher qualification here (INZ, 2018).

Student Visa

Fee paying student visa

If a people want to attend full-time study in New Zealand could apply for this visa. It has up to 4 years duration that could provide students opportunity to get New Zealand recognized qualifications. Applicants should pay the full cost for their courses and enrol with an approved education provider. During this period holders could do part-time jobs up to 20 hours. Applicants could bring their partner and children by other types of visa based on their relationships instead of this student visa (INZ, 2018)

Appendix B

All visa types in terms of temporary visas and residence visas

Visitor	Work	Study	Working Holiday	Resident
Visitor Visa	Singapore Work Exchange Programme Visa	Fee Paying Student Visa	Argentina Working Holiday Visa	Skilled Migrant Category Resident Visa
Visa Waiver Visitor Visa	Essential Skills Work Visa	Exchange Student Visa	Austria Working Holiday Visa	Long Term Skill Shortage List Resident Visa
Group Visitor Visa	Specific Purpose Work Visa	New Zealand Aid Student Visa	Belgium Working Holiday Visa	Talent (Accredited Employer) Resident Visa
Child of a Worker Visitor Visa	Long Term Skill Shortage List Work Visa	Student and Trainee Work Visa	Brazil Working Holiday Visa	Samoan Quota Resident Visa
Parent and Grandparent Visitor Visa	Recognised Seasonal Employer Limited Visa	Dependent Child Student Visa	Chile Working Holiday Visa	Pacific Access Category Resident Visa
Crew joining a Ship or Plane Visitor Visa	Post Study Work Visa - Employer Assisted	Vocational Trainee Student Visa	China Working Holiday Visa	Second or Subsequent Resident Visa
Child of a Student Visitor Visa	Domestic Staff of a Diplomat Work Visa	Child of a Refugee Claimant Student Visa	Croatia Working Holiday Visa	Religious Worker Resident Visa
Tour Escort Visitor Visa	Partner of a Student Work Visa	Child of a Refugee Claimant Student Visa	Czech Working Holiday Visa	Talent (Arts, Culture, Sports) Resident Visa
Guardian of a Student Visitor Visa	Working Holiday Extension Work Visa	Foreign Government Supported Student Visa	Denmark Working Holiday Visa	Australian Resident Visa
Partner of a New Zealander Visitor Visa	Talent (Accredited Employer) Work Visa	Pathway Student Visa	Estonia Working Holiday Visa	Community Sponsored Refugee Resident visa
Transit Visa	Entertainers Work Visa	Trafficking Victim Student Visa	Finland Working Holiday Visa	Employees of Relocating Business Resident Visa

Business Visitor Visa	South Island Contribution Work Visa		France Working Holiday Visa	Pitcairn Islander Resident Visa
Medical Treatment Visitor Visa	Fishing Crew Work Visa		Germany Working Holiday Visa	South Island Contribution Resident Visa
Partner of a Worker Visitor Visa	Post Study Work Visa - Open		Hong Kong SAR Working Holiday Visa	Investor 2 Resident Visa
Private Yacht or Plane Visitor Visa	Partner of a New Zealander Work Visa		Hungary Working Holiday Visa	Dependent Child Resident Visa
Escort of Medical Patients Visitor Visa	Work Exchange Scheme Work Visa		Ireland Working Holiday Visa	Entrepreneur Resident Visa
Culturally Arranged Marriage Visitor Visa	Partner of a Worker Work Visa		Israel Working Holiday Visa	Permanent Resident Visa
Visiting Media Visitor Visa	Silver Fern Job Search Work Visa		Italy Working Holiday Visa	Investor 1 Resident Visa
Super Yachts Visitor Visa	China Special Work Visa		Japan Working Holiday Visa	
Partner of a Student Visitor Visa	Student and Trainee Work Visa		Korea Working Holiday Visa	
Temporary Retirement Visitor Visa	Religious Worker Work Visa		Latvia Working Holiday Visa	
Partner of Military Visitor Visa	Silver Fern Practical Experience Work Visa		Lithuania Working Holiday Visa	
Child of Military Visitor Visa	Global Impact Work Visa		Luxembourg Working Holiday Visa	
Child of a New Zealander Visitor Visa	Thai Chefs Work Visa		Malaysia Working Holiday Visa	
Antarctic Traveler Visitor Visa	Talent (Arts, Culture, Sports) Work Visa		Malta Working Holiday Visa	
Academic Visitor Visa	Supplementary Seasonal		Mexico Working Holiday Visa	

	Employer Work Visa			
Adoption Pre-citizenship Visitor Visa	China Skilled Workers Visa		Netherlands Working Holiday Visa	
Adoption Visitor Visa	Partner of Military Work Visa		Norway Working Holiday Visa	
APEC Business Travel Card	Japanese Interpreters Work Visa		Peru Working Holiday Visa	
Arts and Music Festival Visitor Visa	Academic Visitor Visa		Philippines Working Holiday Visa	
Dismissed Worker Visitor Visa	APEC Business Travel Card		Poland Working Holiday Visa	
German Law Student Visitor Visa	Dismissed Worker Visitor Visa		Portugal Working Holiday Visa	
Occupational Registration Visitor Visa	Entrepreneur Work Visa		Slovakia Working Holiday Visa	
Pitcairn Islander Visitor Visa	Indonesia Special Work Visa		Slovenia Working Holiday Visa	
Refugee Claimant Visitor Visa	Partner of an NZ Aid Student Work Visa		Spain Working Holiday Visa	
Short-term Entertainment Act Visitor Visa	Philippines Special Work Visa		Sweden Working Holiday Visa	
Sports Events Visitor Visa	Primary Sector Trainees Work Visa		Taiwan Working Holiday Visa	
Trafficking Victim Student Visa	Republic of Korea Special Work Visa		Thailand Working Holiday Visa	
	Vietnam Special Work Visa		Turkey Working Holiday Visa	
			United Kingdom Working Holiday Visa	
			Uruguay Working Holiday	

			Visa	
			USA Working Holiday Visa	
			Vietnam Working Holiday Visa	
			Canada Working Holiday Visa	

Appendix C

Skilled migrant category changes – point-based system

Appendix C indicates the detailed comparison between the old and new policy based on the point-based system. The differences have been highlighted.

The comparison between the old (2017) and new point-based system for Skill Migrant Category (update to April 2018)			
Old points		New points	
Recognized Qualifications			
Recognized level 4-6 qualification (e.g. trade qualification, diploma)	40	Recognized level 4-6 qualification (e.g. trade qualification, diploma) or Level 3 qualification on the List of Qualifications Except from Assessment	40
Recognized level 7 or 8 qualification (e.g. bachelor's degree with Honours)	50	Recognized level 8 or 8 qualification (e.g. bachelor's degree with Honours)	50
Recognized level 9 or 10 post-graduate qualification (Master's degree, Doctorate)	60	Recognized level 9 or 10 post-graduate qualification (Master's degree, Doctorate)	70
If points claimed for qualification above, then bonus points can be claimed from the following:			
2 years of full-time study in New Zealand completing a recognized post-graduate New Zealand qualification	10	2 years of full-time study in New Zealand completing a recognized bachelor's degree (level 7) New Zealand qualification	10
1 year of full-time study in New Zealand completing a recognized post-graduate New Zealand qualification	10	1 year of full-time study in New Zealand completing a recognized post-graduate New Zealand qualification	10
2 years of full-time study in New Zealand completing a recognized post-graduate New Zealand qualification	15	2 years of full-time study in New Zealand completing a recognized post-graduate New Zealand qualification	15
Qualification in an identified future growth area	10	No points are available	
Qualification in an area of absolute skill shortage	10		
Age			
20-29	30	20-39	30
30-39	25		
40-44	20	40-44	20
45-49	10	45-49	10
50-55	5	50-55	5
Partner bonus points			
Partner's employment or offer of employment	20	Partner's employment or offer of employment	20
Partner qualifications – recognized level 4-6 qualification	10	Partner qualifications – recognized level 4-6 qualification	10

- Recognized level 7+ qualification	20	-recognized post-graduate (level 9 or 10) qualification	20
Close family support in New Zealand	10	No points are available	
Skilled Employment			
Current skilled employment in New Zealand for 12 months or more	60	Offer of skilled employment in New Zealand or current skilled employment in New Zealand - ANZSCO 1,2,3 and remuneration threshold of the median income (currently \$23.49 or above per hour or the equivalent annual salary) - any ANZSCO level or no ANZSCO match and remuneration threshold of 1.5 times the median income (currently \$35.24 or above per hour or the equivalent annual salary)	50
Offer of skilled employment in New Zealand or current skilled employment in New Zealand for less than 12 months	50		
if points claimed for skilled employment above, then additional bonus points if that employment was:			
In an identified future growth area	10	No points are available	
In an area of absolute skills shortage	10	In an area of absolute skills shortage	10
In a region outside Auckland	30	In a region outside Auckland	30
		Income more than twice the New Zealand median income (currently \$46.98 per hour or the equivalent annual salary)	20
Skilled Work Experience			
2 years	10	2 years	10
4 years	15	4 years	20
6 years	20	6 years	30
8 years	25	8 years	40
10 years	30	10 years	50
if points claimed for skilled employment above, then additional bonus points if that employment was:			
In New Zealand: - 1 year - 2 years - 3 years or more	5	In New Zealand, for 12 months or more	10
	10		
	15		
In an area of absolute shortage [LTSSL] - 2 to 5 years - 6 years or more	10	In an area of absolute skills shortage - 2 to 5 years - 6 years or more	10
	15		15
In an identified future growth area: - 2 to 5 years - 6 years or more	10	No points are available	
	15		

Appendix D

Australian and New Zealand Standard Classification of Occupations

MAJOR GROUP 1 MANAGERS

MANAGERS plan, organise, direct, control, coordinate and review the operations of government, commercial, agricultural, industrial, non-profit and other organisations, and departments.

Indicative Skill Level in New Zealand:

Bachelor degree or higher qualification. At least five years of relevant experience may substitute for the formal qualification (ANZSCO Skill Level 1); or

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.

Tasks Include:

- setting the overall direction and objectives of organisations and departments within organisations
- formulating, administering and reviewing policy and legislation to ensure organisational and departmental objectives are met
- directing and coordinating the allocation of assets and resources
- directing, controlling and coordinating the activities of organisations and departments, either personally or through senior subordinate staff
- monitoring and evaluating overall organisational and departmental performance, and adjusting policies, rules and regulations to ensure objectives are met
- representing the organisation at official occasions, in negotiations, at conventions, seminars, public hearings and forums, and liaising between areas of responsibility

MAJOR GROUP 2 PROFESSIONALS

PROFESSIONALS perform analytical, conceptual and creative tasks through the application of theoretical knowledge and experience in the fields of the arts, media, business, design, engineering, the physical and life sciences, transport, education, health, information and communication technology, the law, social sciences and social welfare.

Indicative Skill Level in New Zealand:

Bachelor degree or higher qualification. At least five years of relevant experience may substitute for the formal qualification (ANZSCO Skill Level 1); or

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2).

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.

Some occupations, such as those in Sub-Major Group 21 Arts and Media Professionals, require high levels of creative talent or personal commitment and interest as well as, or in place of, formal qualifications or experience.

Tasks Include:

- communicating ideas through language, printed and electronic media, and artistic media including the visual and performing arts
- analysing, planning, developing and implementing programs and solutions to resolve business and economic problems
- providing services in financial accounting, human resource development, publicity and marketing, and the efficient operation of organisations
- flying aircraft, and controlling and directing the operation of ships, boats and marine equipment
- conducting and analysing research to extend the body of knowledge in the field of the sciences and developing techniques to apply this knowledge
- designing products, buildings and other physical structures, and engineering systems
- researching and developing curricula, and teaching students in a range of educational settings

- designing, implementing, testing and maintaining technologies and services that enable information to be accessed, stored, manipulated, processed, and disseminated
- identifying, treating, and advising on, health, social, and personal issues
- advising clients on legal matters

MAJOR GROUP 3 TECHNICIANS AND TRADES WORKERS

TECHNICIANS AND TRADES WORKERS perform a variety of skilled tasks, applying broad or in-depth technical, trade or industry specific knowledge, often in support of scientific, engineering, building and manufacturing activities.

Indicative Skill Level in New Zealand:

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2); or

NZ Register Level 4 qualification, or at least three years of relevant experience (ANZSCO Skill Level 3)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.

Tasks Include:

- carrying out tests and experiments, and providing technical support to Health Professionals, Natural and Physical Science Professionals and Engineering Professionals
- providing technical support to users of computer hardware and software
- fabricating, repairing and maintaining metal, wood, glass and textile products
- repairing and maintaining motor vehicles, aircraft, marine craft and electrical and electronic machines and equipment
- constructing, repairing, fitting-out and finishing buildings and other structures
- operating printing and binding equipment
- preparing and cooking food
- shearing, caring for, training and grooming animals, and assisting Veterinarians
- propagating and cultivating plants, and establishing and maintaining turf surfaces for sporting events
- cutting and styling hair
- operating chemical, gas, petroleum and power generation equipment

- providing technical assistance for the production, recording and broadcasting of artistic performances

MAJOR GROUP 4 COMMUNITY AND PERSONAL SERVICE WORKERS

COMMUNITY AND PERSONAL SERVICE WORKERS assist Health Professionals in the provision of patient care, provide information and support on a range of social welfare matters, and provide other services in the areas of aged care and childcare, education support, hospitality, defence, policing and emergency services, security, travel and tourism, fitness, sports and personal services.

Indicative Skill Level in New Zealand:

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2); or

NZ Register Level 4 qualification, or at least three years of relevant experience (ANZSCO Skill Level 3); or

NZ Register Level 2 or 3 qualification, or at least one year of relevant experience (ANZSCO Skill Level 4); or

NZ Register Level 1 qualification, or compulsory secondary education (ANZSCO Skill Level 5)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. In the case of some Skill Level 5 occupations, a short period of on-the-job training may be required in addition to or instead of the formal qualification, or no formal qualification or on-the-job training may be required.

Tasks Include:

- attending accidents, planning and implementing leisure activities for individuals in health care and the community, and providing nursing care for patients
- advising clients on emotional, financial, recreational, health, housing and other social welfare matters
- planning, conducting and participating in educational and recreational activities to encourage the physical, social, emotional and intellectual development of children
- assisting Professionals in the provision of care and support to aged and disabled persons, patients in hospitals, clinics and nursing homes, and children in residential care establishments
- serving and selling food and beverages in bars, cafes and restaurants, supervising staff in hotels, carrying luggage and escorting guests

- maintaining public order and safety and providing specialised military services to the defence forces
- protecting, patrolling and guarding properties and advising clients on security requirements
- providing a range of personal services such as beauty therapy, teaching people to drive, arranging funerals, and organising and providing advice about travel and accommodation
- organising and supervising groups and individuals pursuing physical fitness goals and outdoor adventure, participating in and officiating at sporting competitions, and coaching and training sporting competitors

MAJOR GROUP 5 CLERICAL AND ADMINISTRATIVE WORKERS

CLERICAL AND ADMINISTRATIVE WORKERS provide support to Managers, Professionals and organisations by organising, storing, manipulating and retrieving information.

Indicative Skill Level in New Zealand:

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2); or

NZ Register Level 4 qualification, or at least three years of relevant experience (ANZSCO Skill Level 3);
or

NZ Register Level 2 or 3 qualification, or at least one year of relevant experience (ANZSCO Skill Level 4); or

NZ Register Level 1 qualification, or compulsory secondary education (ANZSCO Skill Level 5)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. In the case of some Skill Level 5 occupations, a short period of on-the-job training may be required in addition to or instead of the formal qualification, or no formal qualification or on-the-job training may be required.

Tasks Include:

- administering contracts, programs and projects
- setting, reviewing and controlling office functions
- performing clerical, secretarial, organisational and other administrative functions
- entering, processing and editing text and data
- greeting clients and visitors, and responding to inquiries and requests for information

- producing, recording and evaluating financial, production, stock and statistical information
- receiving, processing and sending mail, documents and information

MAJOR GROUP 6 SALES WORKERS

SALES WORKERS sell goods, services and property, and provide sales support in areas such as operating cash registers and displaying and demonstrating goods.

ICT and Technical Sales Representatives are excluded from this major group. ICT Sales Representatives are included in Unit Group 2252 ICT Sales Professionals. Technical Sales Representatives are included in Unit Group 2254 Technical Sales Representatives.

Indicative Skill Level in New Zealand:

NZ Register Diploma, or at least three years of relevant experience (ANZSCO Skill Level 2); or

NZ Register Level 4 qualification, or at least three years of relevant experience (ANZSCO Skill Level 3);
or

NZ Register Level 2 or 3 qualification, or at least one year of relevant experience (ANZSCO Skill Level 4); or

NZ Register Level 1 qualification, or compulsory secondary education (ANZSCO Skill Level 5)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. In the case of some Skill Level 5 occupations, a short period of on-the-job training may be required in addition to or instead of the formal qualification, or no formal qualification or on-the-job training may be required.

Tasks Include:

- promoting goods and services, properties and businesses to potential buyers
- selling goods and services, properties and businesses to buyers
- engaging prospective buyers
- determining buyers' requirements
- receiving and processing payments for goods and services, properties and businesses purchased by a variety of payment methods

MAJOR GROUP 7 MACHINERY OPERATORS AND DRIVERS

MACHINERY OPERATORS AND DRIVERS operate machines, plant, vehicles and other equipment to perform a range of agricultural, manufacturing and construction functions, move materials, and transport passengers and freight.

Indicative Skill Level in New Zealand:

NZ Register Level 2 or 3 qualification (ANZSCO Skill Level 4)

At least one year of relevant experience may substitute for the formal qualifications listed above. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification.

Tasks Include:

- setting up, controlling and monitoring the operation of machines, plant and equipment
- cleaning machines, plant and equipment and performing minor repairs
- transporting passengers and freight to set destinations
- receiving, loading, unloading and dispatching goods

MAJOR GROUP 8 LABOURERS

LABOURERS perform a variety of routine and repetitive physical tasks using hand and power tools, and machines either as an individual or as part of a team assisting more skilled workers such as Trades Workers, and Machinery Operators and Drivers.

Indicative Skill Level in New Zealand:

NZ Register Level 2 or 3 qualification, or at least one year of relevant experience (ANZSCO Skill Level 4); or

NZ Register Level 1 qualification, or compulsory secondary education (ANZSCO Skill Level 5)

In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. In the case of some Skill Level 5 occupations, a short period of on-the-job training may be required in addition to or instead of the formal qualification, or no formal qualification or on-the-job training may be required.

Tasks Include:

- cleaning commercial, industrial and domestic premises, vehicles and machines
- spreading, levelling and finishing concrete and bituminous paving materials, and assembling and erecting scaffolding and rigging
- loading and unloading machines, assembling components, and grading, inspecting and packing products
- assisting with cultivating and harvesting crops, plants and forests, and with livestock production
- processing meat and seafood, and assisting with producing and preparing food
- loading and unloading freight from trucks, trains and ships, and stocking shelves in stores and supermarkets

Appendix E

Interview agreement

Consent Form for face to face interview

Name of Project:

Will they stay or will they go? Issues and options for Chinese Skilled Migrants in New Zealand

I have read and understood the description of the above-named project. On this basis I agree to participate in the project, and I consent to publication of the results of the project with the understanding that anonymity will be preserved. I understand also that I may withdraw from the project, including withdrawal of any information I have provided, up to 2018 1st March.

- ☐ I consent to having an audio recording made of my interview.
- ☐ I do not consent to having an audio recording made of my interview, but agree to notes being made.

Name: _____

Signed: _____ Date: _____

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